

Summary

John Pang has more than 25 years of consulting and facilitation experience working in the energy industry. He specializes in strategic planning, process improvement, and change management with a focus on business planning within electric utilities. Prior to joining ScottMadden, John was a consultant and country manager for AsiaWorks Corporate Division in Hong Kong, where he partnered with organizations to create personal growth and development strategies and implement high-impact change management solutions. John has facilitated strategic planning workshops and management development sessions around the world, in 15 countries for more than 40 different multinational companies and utilities. He has published energy industry thought leadership and academic research in international journals dealing with memory and cognition and human performance. John received a B.S. from the University of Guelph, an M.A. in experimental psychology from York University, and an M.B.A. from Duke University.

Areas of Specialization

- Grid Modernization
- Distributed Generation
- Renewables
- Transmission and Distribution

Recent Articles and Speeches

- "Bold Visions Require New Paradigms." Public Utilities Fortnightly. April 2020
- "Seeking Answers Down Under – Australian Fact-Finding Mission." Public Utilities Fortnightly. June 2017
- "New PPA Model Could Help Hawaii Address Solar Curtailment." Solar Industry Magazine. April 2017
- "Proactive Solutions to Curtailment Risk: Identifying New Contract Structures for Utility-Scale Renewables." Hawaiian Electric Company. January 2017
- "Postcards from Hawaii: Lessons on Grid Transformation." Public Utilities Fortnightly. February 2016
- "Community Solar: Answers to Questions You Were Afraid to Ask." Public Utilities Fortnightly. December 2015
- "Germany's Energiewende." Public Utilities Fortnightly. November 2014

Recent Assignments

- Designed and facilitated a strategic planning program to help a regional energy-efficiency organization develop its long-term strategy and plan. Utilized a structured, proven methodology to think through and understand other potential opportunities unique to the organization's territory, regulators, and stakeholders. Included the benchmarking of best practices and research into the future trends in energy efficiency
- Led the development of an overall grid modernization strategy focused on promoting more green uses of electricity and customer engagement for a large multinational utility. Explored and defined the changing role of the utility in grid transformation and how the utility would actively engage to develop strategies around storage, distributed energy resources, renewables, and electric vehicles. Developed core, contingent, and opportunistic strategies and implementation plans for deployment over the next 10 years
- Developed the overall grid modernization roadmap and strategy for a large distribution utility. Worked to define the priority and appropriateness of technology investments, developed cost benefit analysis to justify investments, developed necessary white papers, and supporting rate case testimony
- Led the development of the grid modernization roadmap, benefit/cost analysis, white papers, and necessary rate case testimony for a large, multistate, vertically integrated midwestern utility
- Led the creation of a cohesive strategy to achieve clean energy commitments, the end goal of which is net-zero-carbon emission by 2050, for a southeastern vertically integrated utility
- Led the development of a utility solar market forecast and prioritization methodology for a global solar PV manufacturer and developer. Constructed a market forecast tool that prioritizes U.S. utilities that are likely to procure significant utility-scale solar resources in the next two to five years
- Designed and facilitated a strategic planning program to help a utility develop their distributed solar strategy and plan. Reviewed business cases and plan and utilized a structured, proven methodology to think through and understand other potential solar opportunities unique to the utility's service territory, regulators, and customers
- Facilitated a solar strategic planning program to evaluate and understand opportunities and prioritize them against the company's overall corporate strategy, generation plan, customer plan, renewable plan, and regulatory framework

- Developed a change management program for a mid-sized electric utility entering the CAISO Energy Imbalance Market. Designed all the processes, tools, and communications to successfully implement the program
- Developed the overall corporate strategy, vision, and implementation plan for a large, regulated, vertically integrated midwestern utility. Strategic recommendations and implementation initiatives were developed for the integrated resource plan, generation assets, energy delivery (transmission and distribution), and regulatory practices
- Designed and facilitated a strategic planning program to help a regional energy-efficiency organization develop its long-term strategy and plan. Utilized a structured, proven methodology to think through and understand other potential opportunities unique to the organization's territory, regulators, and stakeholders. Included the benchmarking of best practices and research into the future trends in energy efficiency
- Designed and developed the strategic and business planning program for a large Canadian utility. Assessed, redesigned, and implemented a new capital project review and prioritization process to allow for selection of initiatives to be included in the business plan
- Project managed the design and implementation of the business/strategic planning process for a large, integrated Texas utility, inclusive of generation, transmission, and distribution
- Developed and facilitated a series of high-energy and motivational team-building workshops for the senior management and leadership of two nuclear operating stations. Workshops explored the power of win/win strategies and reinforced the critical elements of effective teamwork, including open communication and breakthrough thinking